

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-40573	Date Filed 1/8/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Green Corps	b. Number of workers employed About 25
c. Address (street, city, state, ZIP code) 29 Temple Place, Boston MA 02111	d. Employer Representative Leslie Samuelrich Executive Director
e. Telephone No. 617 426 8506	f. Type of Establishment (factory, mine, wholesaler, etc.) Non-Retail Business
g. Identify principal product or service training / consulting	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2002, the employer fired (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) in retaliation for exercising their rights guaranteed under 7(a)(1) of the Act

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Industrial Workers of the World General Headquarters

4a. Address (street and number, city, state and ZIP code)

PO Box 13476, Philadelphia PA 19101

4b. Telephone No.

215 222 1905

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

Industrial Workers of the World

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

Signature of representative or person making charge

Address

Title

Date

Alexis Buss
Alexis Buss
PO Box 13476
Philadelphia PA 19101

Telephone No.

215 222 -1905

8 Jan 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

Date issued 1/8/03 ds

FORM NLRB-501
(11-99)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 41 U.S.C. 3812

DO NOT WRITE IN THIS SPACE	
Case 1-CA-40577	Date Filed 1/9/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bingham McCutchen LLP		b. Number of Workers Employed approx. 350
c. Address (street, city, State, ZIP, Code) 150 Federal Street Boston, MA 02110-1726	d. Employer Representative Lesley A. Ficari	e. Telephone No. 617-951-8554
		Fax No. 617-951-8736
f. Type of Establishment (factory, mine, wholesaler, etc.) Law Firm	g. Identify Principal Product or Service Attorney Services	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) 8A) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

I was terminated on (b) (6), (b) (7)(C) from Bingham McCutchen LLP in retaliation after exercising my Section 7 rights.

Issued 1/10/2003

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C)

I declare and that the statements are true to the best of my knowledge and belief.

By

(Signature)

(Title, if any)

Address

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

(Telephone No.)

01/09/03
Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-40580	Date Filed 1/10/2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <i>Horizons Health Services a subsidiary of the AROOSTOOK medical center.</i>	b. Number of workers employed <i>>100</i>
c. Address (street, city, state, ZIP code) <i>23 High St. Fort Fairfield, ME 04742</i>	d. Employer Representative <i>Jim Haley, MD.</i>
e. Telephone No. <i>207.768 4779</i>	f. Type of Establishment (factory, mine, wholesaler, etc.) <i>Health Care / Hospital</i>
g. Identify principal product or service <i>Health Services.</i>	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On **(b) (6), (b) (7)(C)**, 2002 I was discharged by my employer for my concerted protected activities.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

4a. (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

None

6. DECLARATION

(b) (6), (b) (7)(C)	Statements are true to the best of my knowledge and belief.
(b) (6), (b) (7)(C)	Title (b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)	Telephone No.
(b) (6), (b) (7)(C)	Date <i>1/7/03</i>

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

Date issued 1/10/03 CDJ

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
**CHARGE AGAINST LABOR ORGANIZATION
OR ITS AGENTS**

DO NOT WRITE IN THIS SPACE

Case

1-CA-40598

Date Filed

Jan. 15, 2003

INSTRUCTIONS: File an original and 4 copies of this charge and an additional copy for each organization, each local, and each individual named in item 1 with the NLRB Regional Director of the region in which the alleged unfair labor practice occurred or is occurring.

1. LABOR ORGANIZATION OR ITS AGENTS AGAINST WHICH CHARGE IS BROUGHT

a. Name

SNAP-ON TOOLS

b. Union Representative to contact

BOB DONNELLY

c. Telephone No.

(508) 653-6462

d. Address (street, city, state and ZIP code)

245 W. CENTRAL ST. NATICK MA 01748

e. The above-named organization(s) or its agents has (have) engaged in and is (are) engaging in unfair labor practices within the meaning of section 8(b), subsection(s) (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

AS A (b) (6), (b) (7)(C) FOR SNAP-ON TOOLS I WAS PUT IN (b) (6), (b) (7)(C) POSITION, BEING UNFAMILIAR WITH THIS JOB AS WELL AS TRAINING, IN ONE CASE I HAD NO TRAINING AT ALL, I MADE A SERIES OF MISTAKES THAT LEAD TO MY TERMINATION. I FEEL THAT AFTER (b) (6), (b) (7)(C) YEARS OF GOOD SERVICE I WAS TREATED UNFAIRLY BY MY COMPANY.

3. Name of Employer

SNAP-ON TOOLS

4. Telephone No.

653-6462

5. Location of plant involved (street, city, state and ZIP code)

245 W. CENTRAL ST. NATICK MA 01760

6. Employer representative to contact

BOB DONNELLY

7. Type of establishment (factory, mine, wholesaler, etc.)

FACTORY

8. Identify principal product or service

AIR TOOLS

9. Number of workers employed

100

10. Full name of party filing charge (b) (6), (b) (7)(C)

11. Address of party filing charge (b) (6), (b) (7)(C)

12. Telephone No.

(b) (6), (b) (7)(C)

I, (b) (6), (b) (7)(C) above charge and that the statements therein are true to the best of my knowledge and belief.

By

(sign)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (title or office, if any)

(Telephone No.)

(date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

*U.S. GPO: 2000-484-640/29074

Issued 1/16

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-4000 40005	Date Filed 1/16/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer Verizon		b. Number of workers employed 1000's	
c. Address (street, city, state, ZIP code) 185 Franklin St Boston MA 02110		d. Employer Representative Ruth Burton	
e. Telephone No. 617-743-4041		f. Type of Establishment (factory, mine, wholesaler, etc.) Telecommunications	
g. Identify principal product or service Telephone Service		h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I was discharged on (b) (6), (b) (7)(C) 2002 for activities with and support of the IBEW local 2222

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. (b) (6), (b) (7)(C)	full name, including local name and number
4. (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. (b) (6), (b) (7)(C)	(to be filled in when charge is filed by a labor organization.)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) Title
Signature of representative of person making charge
Address (b) (6), (b) (7)(C) Telephone No. (b) (6), (b) (7)(C) Date 1-16-03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

Date issued 1/16/03 CDS

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
1-CA-40611	1/21/2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Verizon		b. Number of workers employed 30-40
c. Address (street, city, state, ZIP code) 185 Franklin St Boston Ma 01270	d. Employer Representative Myles Calvey	e. Telephone No. 617-328-9600
f. Type of Establishment (factory, mine, wholesaler, etc.) office	g. Identify principal product or service Telecommunications	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices) <p>Issue of permanent status changed to temporary after a year and a half of permanent status. Tried working w/union to correct the error. on (b) (6), (b) (7)(C) 2002 I sent an email to a supervisor requesting a meeting regarding this issue. on (b) (6), (b) (7)(C) 2002 manager terminated myself and five others with no explanation. (b) (6), (b) (7)(C) was angry because of the email I sent out. we were told by our union the company could not do anything to us until August 2002 when contract renewal took place. The company and manager went against union and terminated employment anyway.</p> <p>By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p> <p style="text-align: right;">Issued 1/21/2003</p>		

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

International Brotherhood of Electrical Workers (local 2222)**6. DECLARATION**

(I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.)

(b) (6), (b) (7)(C)

By
Signature of representative of person making charge

Title

(b) (6), (b) (7)(C)

Te (b) (6), (b) (7)(C)

Date **1/12/03**

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-40612	Date Filed 1/21/2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mattress Giant Corporation		b. Number of workers employed 300 +
c. Address (street, city, state, ZIP code) 14665 Midway Rd. Suite 100 Addison TX 75001 / 40 Kenwood Circle Suite 100 Franklin MA 02333	d. Employer Representative Mass H/R Representative Ellen J. Foley	e. Telephone No. 978-392-2202 508-553-9395
f. Type of Establishment (factory, mine, wholesaler, etc.) (Bedding) Retailer		g. Identify principal product or service Bedding seller, Retail Chain
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Termination of employment is believed to be a result of Employee (self) openly expressing dislikes/problems with company with other employees also Not following proper procedure or usage of forms at time of suspension / dismissal. Discharged on [REDACTED] 02 to be believed a result of concerted activities. Working off time without payment.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced for SO. employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By
Sig
Ad

(b) (6), (b) (7)(C)

Title

(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Date

1/11/02

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

Date issued 1/21/03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-40625	Date Filed 1/24/2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer STANDARD PARKING (APOCONA)	b. Number of workers employed 19
c. Address (street, city, state, ZIP code) Govt CTR Downtown Boston MA	d. Employer Representative Richie LaPointe
e. Telephone No. (617) 742-7807	f. Type of Establishment (factory, mine, wholesaler, etc.) PARKING GARAGE
g. Identify principal product or service PARKING CARS	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Employer DISCRIMINATED AGAINST ME IN
RETALIATION, of CONSERVATIVE ACTIVITIES
ON OR ABOUT [REDACTED] 03

Done 1/24/03

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of the individual filing the charge (give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

ent unit (to be filled in when charge is filed

by a labor organization.

6. DECLARATION

I declare that the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

By
Sig
Ac

(b) (6), (b) (7)(C)

Telephone No.

Date 01-02-03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-40727	Date Filed 3/4/2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Costa Fruit & Produce	b. Number of workers employed 250
c. Address (street, city, state, ZIP code) 18 Bunker Hill Industrial Park	d. Employer Representative Brad Woodgate
e. Telephone No. (617) 241-8007	f. Type of Establishment (factory, mine, wholesaler, etc.) warehouse
g. Identify principal product or service produce & fruit	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I have tried over the last few months to complete my workings duties but I have been fired three times with out a solid reason I am also fallowed around the warehouse which makes me very uncomfortable and it makes my job harder to complete.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) (6), (b) (7)(C)

Issued 3/5/2003

3. Full name of the person making charge (give full name, including local name and number)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4a. Address of person making charge

Teamsters local 25

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C)

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By _____
Signature of representative or person making charge
Address _____

Title _____

Telephone No. _____

Date _____

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-40731	Date Filed 3/5/03

INSTRUCTIONS File an original and 1 copy of this charge with NLRB Regional Director for IO/RH
the region in which the alleged unfair labor practice occurred or is occurring

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Sturdy Memorial Hospital		b. number of employees approx. 1,000
c. Address (street, city, state, ZIP code) 211 Park Street, Attleboro, MA 02703	d. Employer Representative Cheryl Barrows, Human Resources	e. Telephone No. 508-222-5200
f. Type of establishment (factory, mine, wholesaler, etc.) hotel	g. Identify principal product or service service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a) subsections (1) of the National Labor Relations Act, as amended and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>Since (b) (6), (b) (7)(C) 2002, the Employer through its (b) (6), (b) (7)(C) has discriminated against (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected, concerted activity with other employees in the cafeteria and food & nutrition department by issuing warnings for (b) (6), (b) (7)(C) alleged infractions when other employees with similar conduct have received lesser discipline, and on (b) (6), (b) (7)(C), 2003, (b) (6), (b) (7)(C) was discharged for discriminatory reasons.</p> <p>By the above and other acts, the Employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed by Section 7 of the National Labor Relations Act.</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)		4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). Not applicable		
6. DECLARATION		
<p>(b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.</p> <p>(b) (6), (b) (7)(C) 3/1/03 Title An Individual</p> <p>Address (b) (6), (b) (7)(C) Telephone No. (b) (6), (b) (7)(C) Date</p>		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

Issued 3/5

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 1-CA-40758

Date Filed 3/17/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Mead-Westvaco Corporation		b. Number of Workers Employed 178
c. Address (street, city, State, ZIP, Code) 40 Willow Street, So. Lee, MA 01260	d. Employer Representative David A. Reinhart	e. Telephone No. 413-243-5857 Fax No. 413-243-5477
f. Type of Establishment (factory, mine, wholesaler, etc.) Paper Factory	g. Identify Principal Product or Service Specialty Paper	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about 8/1/02, the employer's officers and agents interfered, restrained and coerced its employees in their exercise of their rights to self organize, to form, join or assist labor organization to bargain collectively through representatives of their own choosing.

On or about (b) (6), (b) (7)(C), 2003, (b) (6), (b) (7)(C) fired (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) union activity.

By the above and other acts, the above named employer has interfered with, restrained and coerced employees in the exercise of their right, guaranteed in Section 8 (a) (1) of the Act.

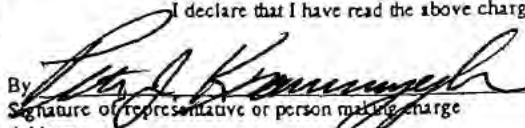
Issued 3/17/03

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number) International Brotherhood of Teamsters Local Union 404	
4a. Address (street and number, city, State, and ZIP Code) 115 Progress Avenue, Springfield, MA 01104	4b. Telephone No. 413-781-6326 Ex. No. 413-746-9094
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) International Brotherhood of Teamsters	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  Peter J. Krawczyk Title Organizer
Signature of representative or person making charge
Address 115 Progress Avenue, Springfield, MA 01104 Telephone No. 413-781-6326 Date March 13, 2003

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT

Issued 1/18/03

FORM NLRB-501

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
1-CA-40759	3/17/2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

IO AJH 3/11/03

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer Barton Protective Services Inc.	b. Number of workers employed Apprx. 200
c. Address (street, city, state, ZIP code) 800 Boylston St., 14 th Floor, Boston, MA 02199	d. Employer Representative Kevin Johnson, Branch Manager
e. Telephone No. 617- 859-3700	
f. Type of Establishment (factory, mine, wholesaler, etc.) Security Company	g. Identify principal product or service Security Services
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)	
On or about January 8, 2003, and January 31, 2003, the above-named Employer by its officers agents and representatives reduced the wages of (b) (6), (b) (7)(C)	
On or about January 31, 2003, and on successive dates, the above named Employer transferred (b) (6), (b) (7)(C) to four different security sites.	
Since on or about (b) (6), (b) (7)(C), 2003, the Employer has placed (b) (6), (b) (7)(C) on unassigned status, and has, in effect, constructively discharged (b) (6), (b) (7)(C)	
The Employer took the above actions because (b) (6), (b) (7)(C) engaged in protected concerted activities.	
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.	
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)	
6. DECLARATION (b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.	
Signature (b) (6), (b) (7)(C)	
Title An Individual Date X March 19, 2003	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 1-CA-40769

Date Filed 3/20/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <i>Coast to Coast Medical, Inc.</i>		b. Number of Workers Employed <i>just fired 3-5 / ?</i>
c. Address (street, city, State, ZIP, Code) <i>100 Wadron Road Fall River, MA</i>		d. Employer Representative
e. Telephone No. <i>800 388 4078</i>		Fax No. <i>508 672 4061</i>
f. Type of Establishment (factory, mine, wholesaler, etc.) <i>factory & office & warehouse</i>	g. Identify Principal Product or Service <i>medical equipment</i>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

on or about 3-11-00 until 3-3-03 the above mentioned has violated the act by maintaining a rule prohibiting the employees from speaking about wages, hours & working conditions, and

on or about [REDACTED] 03 the above mentioned has discharged me for protective concerted activity.

Issued 3/24/03

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. ZIP Code

(b) (6), (b) (7)(C)

4. (b) (6), (b) (7)(C)

Fax No. N/A

5. Location of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Address

(b) (6), (b) (7)(C)

Fax

(b) (6), (b) (7)(C)

(Telephone No.)

3/17/03

Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE	
Case 1-CA-40813	Date Filed 4/3/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Union Industries, Inc.	b. Number of workers employed Approx. 100	
c. Address (street, city, state, ZIP code) 10 Admiral St., Providence, RI	d. Employer Representative Lisa Blais	e. Telephone No. 401-274-7000
f. Type of Establishment (factory, mine, wholesaler, etc.) Factory	g. Identify principal product or service Packaging	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The Union voted to go on strike February 1st, 2003. After strike efforts seemed to be disintegrating, the Union agreed to end the strike. Company said they had replaced approximately 18 workers. Company was able to pick and choose those employees allowed to return to work, regardless of seniority. With over (b) (6), (b) (7)(C) years seniority, I was permanently laid off while those with as little as one year seniority were allowed to return to work in the same job category.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization.)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By
Sig
Address
(b) (6), (b) (7)(C)
Title
(b) (6), (b) (7)(C)

Telephone No.

(b) (6), (b) (7)(C)

Date

3/25/2003

**WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)**

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case	Date Filed
1-CA-40861	April 21, 2003

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Big Y Foods, Inc.	b. Number of workers employed ?
c. Address (street, city, state, ZIP code) 2145 Roosevelt Ave. Springfield, MA 01104	d. Employer Representative Donald D'Amour
e. Telephone No. (413) 784-0600	f. Type of Establishment (factory, mine, wholesaler, etc.) supermarkets
g. Identify principal product or service grocery stores	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

The above-named Employer violated
Section 8(a)(1) of the Act when it
terminated **(b) (6), (b) (7)(C)**

(b) (6), (b) (7)(C) in or about **(b) (6), (b) (7)(C)**
(b) (6), (b) (7)(C), 2003.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

United Food and Commercial Workers, Local 1445, AFL-CIO

4a. Address (street and number, city, state and ZIP code)

**30 Sturgis Way
Dedham, MA 02026**

4b. Telephone No.

(781) 461-0775

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

United Food and Commercial Workers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By **Jennifer B. Puelker**

Title **Attorney**

Signature of representative or person making charge

Telephone No.

Date

Pyle, Rome, Lichten & Ehrenberg, P.C. **(617) 367-7200** **4/21/03**
18 Tremont St. Boston, MA 02108

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

Note issued 4/23/03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

1-CA-40919

Date Filed

5/9/2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Barton Protective Servicesb. Number of workers employed
200c. Address (Street, city, state, and ZIP code)
800 Boylston Street, 14th Floor,
Boston, MAd. Employer Representative
Kevin Johnsone. Telephone No.
(617)859-3700
Fax No.f. Type of Establishment (factory, mine, wholesaler, etc.)
security guard serviceg. Identify principal product or service
security guard serviceh. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) (1) and (4) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C), 2003, the above-named Employer terminated (b) (6), (b) (7)(C) because (b) (6) engaged in protected concerted activities and in retaliation for (b) (6) having filed a charge against his Employer.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)
(b) (6), (b) (7)(C)

Aa. Address (Street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) have read the above charge and that the statements are true to the best of my knowledge and belief.

An Individual

(Print/type name and title or office, if any)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(fax)

(b) (6), (b) (7)(C)

May 9 2003

(Telephone No.)

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-40924	Date Filed 5/12/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Spherion Corporation/Spherion Atlantic Enterprises, LLC	b. Number of Workers Employed 9000	
c. Address (street, city, State, ZIP, Code) 2050 Spectrum Blvd. Fort Lauderdale, FL 33309	d. Employer Representative Kimberly Servis	e. Telephone No. 954-308-7712
		Fax No. 954-308-7780
f. Type of Establishment (factory, mine, wholesaler, etc.) Staffing	g. Identify Principal Product or Service Provides temporary and permanent placements	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) <u>8(a)(3)</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)		
<p>On (b) (6), (b) (7)(C), 2002, Complainant was terminated from (b) (6), (b) (7)(C) position as an (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) having engaged in concerted activities within the meaning of the Act. These concerted activities consisted of efforts in concert with Complainant's co-workers to improve working conditions.</p> <p style="text-align: center; font-size: 2em;">Signed 5/12/03</p>		
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, State, and ZIP Code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)	
	Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		
6. DECLARATION		
By (b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief.		
Address (b) (6), (b) (7)(C)		(Title, if any)
Fax No. (b) (6), (b) (7)(C)		Date 5/6/03
(Telephone No.)		

FORM NLRB 501
(11-84)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case	Date Filed
1-CA-40926	5/12/2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bourne Manor Extended Care Facility	b. Number of workers employed
c. Address (Street, city, state, and ZIP code) 140 MacArthur Blvd Bourne MA 02532	d. Employer Representative Linda Valanzano
e. Telephone No. 508.759.8820 Fax No. 508.754.8883	f. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home
g. Identify principal product or service Long term Care	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (1)(B) of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003 (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) with (b) (6) years of service was fired in retaliation for (b) (6), (b) (7)(C) support of SEIU Local 767 during the recognition campaign that concluded with an election on April 11, 2003, (1-RC-21609). During the campaign (b) (6), (b) (7)(C) wore an SEIU Local 767 lanyard as well as passed out union campaign literature. On (b) (6), (b) (7)(C) was asked by (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) to sit as an observer for the employer. On (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) did not want to sit as a management observer. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) was worried that (b) (6), (b) (7)(C) presence as a management observer would make people think that (b) (6), (b) (7)(C) was against the union. (b) (6), (b) (7)(C) said that the election might have to be postponed if (b) (6), (b) (7)(C) didn't sit.

On (b) (6), (b) (7)(C) 2003 (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) with (b) (6) years of service was suspended for two days without cause and in retaliation for (b) (6), (b) (7)(C) support of SEIU Local 767 during the recognition campaign that concluded with an election on April 11, 2003, (1-RC-21609). During the election (b) (6), (b) (7)(C) wore a SEIU 767 Lanyard, regularly attended meetings, handed out union campaign literature and spoke to (b) (6), (b) (7)(C) coworkers about the union. (b) (6), (b) (7)(C) also spoke out in support of the union at work during mandatory anti-union meetings.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Local 767 THE Hospital Workers Union

a. Address (Street and number, city, state, and ZIP code) 94 Main Street Hyannis MA 02601	b. Telephone No. 508.771.1416 Fax No. 508.790.5938
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) AFL-CIO	

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Mark Eldred
(Signature of representative or person making charge)**MARK ELDRIDGE ORGANIZER**

(Print/type name and title or office, if any)

Address **94 Main Street Hyannis MA 02601**Date Issued **5/14/03**(Fax) **508.790.5938****508.771.1416**

(Telephone No.)

5/14/03

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
1-CA-40943

Date Filed
May 16, 2003

INSTRUCTIONS:

File an original together with four copies and a copy for each additional charged party named in item 1 with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Bourne Manor Extended Care Facility		b. Number of workers employed
c. Address (Street, city, state, and ZIP code) 146 MacArthur Blvd Bourne Ma 02532	d. Employer Representative Linda Valanzano	e. Telephone No. 508.759.8880 Fax No. 508.759.8883
f. Type of Establishment (factory, mine, wholesaler, etc.) Nursing Home		g. Identify principal product or service Long term Care
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) Retaliation for Union Activity of the National Labor Relations Act, and these unfair labor practices are practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On or about (b) (6), (b) (7)(C) 2003 (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) with (b) (6), (b) (7)(C) years of service was fired in retaliation for (b) (6), (b) (7)(C) support of SEIU Local 767 during the recognition campaign that concluded with an election on April 11, 2003, (1-RC-21609). During the campaign (b) (6), (b) (7)(C) wore an SEIU Local 767 lanyard as well as passed out union campaign literature. On (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) was asked by (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) to sit as an observer for the employer. On (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) told (b) (6), (b) (7)(C) the (b) (6), (b) (7)(C) that (b) (6), (b) (7)(C) did not want to sit as a management observer. (b) (6), (b) (7)(C) said that (b) (6), (b) (7)(C) was worried that (b) (6), (b) (7)(C) presence as a managements observer would make people think that (b) (6), (b) (7)(C) was against the union. (b) (6), (b) (7)(C) said that the election might have to be postponed if (b) (6), (b) (7)(C) didn't sit.

On (b) (6), (b) (7)(C) 2003, (b) (6), (b) (7)(C) a (b) (6), (b) (7)(C) with (b) (6), (b) (7)(C) years of service was suspended for two days without cause and in retaliation for (b) (6), (b) (7)(C) support of SEIU Local 767 during the recognition campaign that concluded with an election on April 11, 2003, (1-RC-21609). During the election (b) (6), (b) (7)(C) wore a SEIU 767 Lanyard, regularly attended meetings, handed out union campaign literature and spoke to (b) (6), (b) (7)(C) coworkers about the union. (b) (6), (b) (7)(C) also spoke out in support of the union at work during mandatory anti-union meetings.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

SEIU Local 767 THE Hospital Workers Union

4a. Address (Street and number, city, state, and ZIP code) 94 main street Hyannis MA 02601		4b. Telephone No. 508.771.1416 Fax No. 508.790.5938
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) AFL - CIO		

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.
By Mark Elder **MARK ELDER ORGANIZER**
(Signature of representative or person making charge) (Print/type name and title or office, if any)
Address 94 Main Street Hyannis MA 02601 (fax) 508.790.5938 5/16/03
508.771.1416 (date)
(Telephone No.)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Rate issued 5/19/03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

1-CA-40949

Date Filed

5/19/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <i>Modern Continental-Bemo</i>	b. Number of workers employed <i>10-30</i>
c. Address (street, city, state, ZIP code) <i>6 Necco Ct Boston, MA 02210</i>	d. Employer Representative <i>Sr. Proj. Manager Steven Del Grasso</i>
e. Telephone No. <i>617 695 2277</i>	f. Type of Establishment (factory, mine, wholesaler, etc.) <i>Construction company</i>
g. Identify principal product or service <i>tunnel construction - MBTA</i>	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

See attached memo

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed by Section 7 of the Act.

3. Full name of labor organization (including local name and number)

(b) (6), (b) (7)(C)

4a. Address

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Laborers' International Union of North America

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Address

*(b) (6), (b) (7)(C)**(b) (6), (b) (7)(C)*

(Telephone No.)

(if any)

05-16-03

(date)

Date issued 5/19/03 cor

May 16, 2003

My name is (b) (6), (b) (7)(C) I am a shotcrete / guniting expert (having (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)) who was assigned to the Modern Continental / BE-MO joint venture project (b) (6), (b) (7)(C) specifically because of my shotcrete experience and knowledge. I began work on this project on October 1, 2002 and worked until my summary dismissal on (b) (6), (b) (7)(C), 2003. The following statement will recount the events leading up to this dismissal.

BE-MO is a joint venture of Austrian construction companies who are the experts in the construction technique NATM (New Austrian Tunnel Method); they are in a joint venture with Modern Continental on this project as the qualified NATM contractor. This is an important point because this placed the Austrian company in control of the day-to-day construction decisions (including safety and labor concerns).

From the beginning of my tenure on this job safety has been a problem. One of the first major safety issues that I brought to their attention was my concern with the PAPR (Positive Air Purified Resperator) masks that had been provided by the contractor for use while shotcreting. After using these masks we soon realized that they were inadequate to filter the unusually heavy dust (due to a high volume of shotcrete in a confined space with poor ventilation) which contains a toxic mixture of sand, gravel, cement, unknown additives and an excelerator which burned the skin and caused excessive coughing and a bad taste in the mouth. After I confirmed with the workers on other shifts that they were experiencing the same problem with the dust and that the masks were less than 100% effective, I brought this matter to the attention of the company safety inspector (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) first response was to make light of the matter and say that no one else had complained of this problem (b) (6), (b) (7)(C) suggested that perhaps my skin was "too thin". Eventually the job management conceded that the masks were not effective and made a new, more effective mask available. However, the new masks were more difficult to work with under the heavy work load, so some workers opted to trade safe health practices for the relative convenience of the original masks. This is the first example of the supervising management allowing an unsafe work practice to preempt standard safety concerns.

Some of the other major safety issues while the shotcreting was being done were inadequate lighting, less than safe areas to work in, the ventilation and communication. Due to my experience working with shotcrete on other jobsites with similar conditions I was the person who was able to pinpoint problems that my less experienced coworkers would not know to be concerned with and that the management would have preferred not to deal with.

An example of this was my daily attempt to rectify the problem of the inadequate lighting in the shotcrete area and the unsafe work station the shotcrete nozzlemen had to work from. The management felt that these valid safety issues were unimportant and that I was merely causing problems and slowing down production. The Austrian

contractors are not required to take the safety issues as seriously as they are by their American counterparts. On a daily basis you never knew which of these safety issues might arise, making each day a possible accident.

The maintenance of equipment is another concern that I tried to constantly address with management. Their attitude was "don't fix it until after it breaks". Once again, because of my experience with this equipment, I was uniquely qualified to discover problems before they became a safety issue and alert my supervisor of an imminent problem. An example of this is the lack of maintenance on the shotcrete hose nozzle (the nozzle on the end of the shotcrete hose from which the regulated water and the dry shotcrete mix with the air). The water and the shotcrete are suspended in the air that is carrying it through the hose at 100 PSI. The reason this is a safety issue is that if the nozzle and water control valve are not working properly the nozzleman cannot control the water flow; the water flow being critical to the correct mix of dry shotcrete to water. This proper mix is what makes the sprayed shotcrete to be the correct consistency and strength to make the tunnel structurally sound and safe to be working in.

Two problems may arise from this issue. Number one: If an inexperienced person is handling the nozzle they are not able to discern if the water to shotcrete mix is correct, thus leading to unsafe work conditions at the time, and in the long term producing a shotcreted tunnel which may not be structurally sound. The management has not trained enough men to cover three shifts a day with two nozzleman per shift. They are more concerned with production than having a properly trained man doing the work. This is a huge safety issue because of the inherent danger in using this high-powered equipment, especially in a confined space underground.

Issue number two is the water valve. It was the disagreement over whether or not the valve on the hose being used the last week of my employment was broken or not that was used to justify my dismissal. I was told to use the hose with the valve in question and I attempted to do so. When I realized that it was broken, making it impossible to control the water flow, I asked to replace it with a good valve from another hose. My supervisor refused, citing time and loss of production and insisted that I continue. When I attempted again with the same results, one of the Austrian shotcrete experts made an attempt, only to have the same result as well. There is an emergency shut-off control on the valve which is there in case the valve is malfunctioning. It is possible to use this shut-off to control the water flow (merely to turn it on and off), but if a man is operating the equipment by using the shut-off in this capacity he is not using the equipment in the factory approved fashion, thus producing a substandard shotcrete and bringing himself and anyone in proximity into a potentially dangerous situation. This entire problem could have been avoided if the equipment was being maintained on a regular schedule.

I arrived on the job for my shift on (b) (6), (b) (7)(C) only to be terminated immediately with no explanation. However, I was told that they had realized that the before mentioned valve was broken and had had it replaced that morning, therefore admitting that the the stand I took the evening before was justified, not grounds for termination. It has

also come to be known that (b) (6), (b) (7)(C), one of the (b) (6), (b) (7)(C) supervisors had requested that the same broken valve be replaced on Feb. 9, the day before (b) (6) insisted that I use the same broken valve.

I know that my concern with the issue of the broken valve and other daily safety issues made me a problem for the management because taking the time to deal with the safety issues I kept discovering were of much less importance than meeting production goals. I feel that I was wrongfully terminated from my job not because of my daily job performance but because of my insistence in putting safety concerns over daily production goals (i.e. my concern with using a broken water valve which was potentially dangerous to the entire work crew). The water valve problem was the final issue that the management used as the excuse to terminate my employment. As stated above, using the broken water valve placed the entire crew in an unsafe position at the time, as well as producing a structurally unsound shotcrete application. The fact that the BE-MO representative continued to apply the shotcrete by using the shut-off mechanism (against factory specifications and in a proven unsafe method) verifies my claim of wrongful termination because of my insistence on adhering to safety.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 1-CA-40995

Date Filed 6/4/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer UNITED STATES POSTAL SERVICE		b. Number of Workers Employed APPROX 150
c. Address (street, city, State, ZIP, Code) 25 TOBEY ROAD WAREHAM, MA 02571-9701	d. Employer Representative JOSEPH FERREIRA	e. Telephone No. 508-291-8700
f. Type of Establishment (factory, mine, wholesaler, etc.) MAIL PROCESSING		Fax No.
g. Identify Principal Product or Service MAIL		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

ABOUT (b) (6), (b) (7)(C) 2003, THE ABOVE-NAMED EMPLOYER, THROUGH (b) (6), (b) (7)(C) REMOVED ME FROM MY JOB AS (b) (6), (b) (7)(C) BECAUSE OF MY PROTECTED CONCERTED ACTIVITIES.

BY THESE AND OTHER ACTS, THE EMPLOYER HAS INTERFERED WITH, RESTRAINED, AND COERCED EMPLOYEES IN THE EXERCISE OF THE RIGHTS GUARANTEED IN SECTION 7 OF THE ACT.

David 6/4/03

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)
(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I declare and that the statements are true to the best of my knowledge and belief.

Charge)

(Title, if any)

Address (b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

(Telephone No.)

5/31/03
Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-41047	Date Filed 6/23/2003

INSTRUCTIONS: File an original and 1 copy of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring. IO/RH.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer TVS Savers		b. Number of workers employed approx. 14
c. Address (street, city, state, ZIP code) 47 Squire Road, Revere, MA 02151	d. Employer Representative Ray _____, Mgr.	e. Telephone No. 781-284-1991
f. Type of Establishment (factory, mine, wholesaler, etc.) Retail sales	g. Identify principal product or service furniture, clothing, etc.	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)		
<p>On (b) (6), (b) (7)(C) the above-named Employer suspended (b) (6), (b) (7)(C) and on (b) (6), (b) (7)(C) 2003 (b) (6), (b) (7)(C) was discharged in retaliation for (b) (6), (b) (7)(C) protected, concerted activity in March 2003. The pretext for (b) (6), (b) (7)(C) termination was that (b) (6), (b) (7)(C) and a supervisor broke a company rule. Although (b) (6), (b) (7)(C) and the supervisor were both discharged, the Employer has previously ignored violations of this same rule by other employees, who have not been disciplined or discharged.</p> <p>By the above and other acts, the above-named Employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.</p> <p style="text-align: center;">Issued 6/23/2003</p>		
3. Full name of party filing charge (if labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)		
4a. Address (street and number, city, state and ZIP code) (b) (6), (b) (7)(C)	4b. Telephone number (b) (6), (b) (7)(C)	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization). N/A		
6. DECLARATION		
I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.		
(b) (6), (b) (7)(C)		Title An Individual
By Sign (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)	
Address (b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C)	X 6/19/03 (b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case 1-CA-41066

Date Filed
6/6/30/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer HELLMOR HEALTH		b. Number of Workers Employed
c. Address (street, city, State, ZIP, Code) 505 LEONARD ST MELROSE, MASS 02176	d. Employer Representative	e. Telephone No. 781 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) HOSPITAL	g. Identify Principal Product or Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Retaliation for concerted effort regarding working conditions. As a group representative questioned schedules & shifts as part of that group I was terminated for being late & signing time sheet on time.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(person making charge)

(Title, if any)

Address

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

6-30-03
Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Issued 7/1

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case
T-CA-41074Date Filed
7/3/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Grand Royal Arch Chapter of MAS.		b. Number of Workers Employed 1
c. Address (street, city, State, ZIP, Code) 186 TREMONT ST RA 703 BOSTON, MA 02111	d. Employer Representative	e. Telephone No. 617-426-1079 Fax No. 617-426-3311
f. Type of Establishment (factory, mine, wholesaler, etc.) FRATERNAL ORGANIZATION	g. Identify Principal Product or Service RECORD KEEPING	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

- ① UNCOMPENSATED OVERTIME - 60 HRS
- ② HOSTILE WORK ENVIRONMENT - WATCHED AND REPORTED ON BY A PERSON IN THE NEXT OFFICE
- ③ NO WARNING - VERBAL OR WRITTEN
- ④ NOT FIRED BY BOARD OF DIRECTORS - HIRED BY THE A BOARD HAS NOT MET SINCE DECEMBER OF 2002
- ⑤ PERSON WHO FIRED ME WAS NEVER LEGALLY ELECTED TO HOLD THAT POSITION - THEREFORE [REDACTED] HAD NO AUTHORITY.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of individual (including local name and number) (b) (6), (b) (7)(C)	
4a. Address (b) (6), (b) (7)(C)	(b) (6), (b) (7)(C) Fax No.
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization) None	

6. DECLARATION

(b) (6), (b) (7)(C) I declare that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C) (making charge) (Title, if any)

Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) 7-1-2003
(Telephone No.) Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-41089	Date Filed 7/8/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1 EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Hyatt Regency Hotel	b. Number of workers employed 250
c. Address (street, city, state, ZIP code) One Avenue Lafayette Boston, MA 02111	d. Employer Representative Human Resources
e. Telephone No. 617-451-2600	f. Type of Establishment (factory, mine, wholesaler, etc.)
g. Identify principal product or service	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

Since on or about (b) (6), (b) (7)(C) 2003, the above-named employer retaliated against (b) (6), (b) (7)(C) because of (b) (6), (b) (7)(C) protected, concerted activities by giving (b) (6), (b) (7)(C) an oral warning and harassing (b) (6), (b) (7)(C) on an ongoing basis.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of producing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, state, and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No

(b) (6), (b) (7)(C)

by a labor organization)

6 DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) (title if any)

Address

Date issued 7/9/03

(Telephone No.)

(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

1-CA-41137

Date Filed

7/31/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <i>Centura Health Services</i>		b. Number of Workers Employed <i>150</i>
c. Address (street, city, State, ZIP, Code) <i>125 Hartwell St Fall River, MA 02721</i>		d. Employer Representative <i>Ken Andersen</i>
f. Type of Establishment (factory, mine, wholesaler, etc.) <i>Home Health Agency</i>		e. Telephone No. <i>508 672 8675</i> Fax No. <i>508 672 9174</i>
g. Identify Principal Product or Service <i>provides home health services</i>		
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On *(b) (6), (b) (7)(C)* 2003 above named employer constructively discharged its employee *(b) (6), (b) (7)(C)* because *(b) (6), (b) (7)(C)* engaged in protected concerted activities.

Issued 7/31/03

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) (6), (b) (7)(C) labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) State, and ZIP Code)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization).

(b) (6), (b) (7)(C)

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By *(b) (6), (b) (7)(C)*

(Signature of representative or person making charge)

on individual
(Title, if any)

Address

(b) (6), (b) (7)(C)

Fax No. *(b) (6), (b) (7)(C)*

(Telephone No.)

7 77 9
Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

INTERNET
FORM NLRB-501
(11-94)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 1-CA-41147

Date Filed 8/5/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer CORRECTIONAL MEDICAL SERVICES		b. Number of Workers Employed 6000 +
c. Address (street, city, State, ZIP, Code) 12647 OLIVE BLVD. ST. LOUIS, MISSOURI 63141	d. Employer Representative	e. Telephone No. 800-225-4809 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) PRISON HEALTH CARE	g. Identify Principal Product or Service HEALTH CARE TO INMATES.	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

I WAS TERMINATED FOR "PROMOTING UNION ACTIVITY." PLEASE SEE THE ATTACHED STATEMENT. THANK YOU.

Issued 8/5/03

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) (6), (b) (7)(C)	al name and number)
(b) (6), (b) (7)(C)	Telephone No. (b) (6), (b) (7)(C) (b) (6), (b) (7)(C)

3. Full name of national or international labor organization or which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

(b) (6), (b) (7)(C) **DECLARATION**
that the statements are true to the best of my knowledge and belief.

Address: (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) **8/5/03**
Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE

Case

1-CA-41149

Date Filed

8/6/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer St Joseph Nursing Care Center		b. Number of workers employed 150
c. Address (street, city, state, ZIP code) 321 Centre St. Dorchester, MA 02122	d. Employer Representative Gregory Karr	e. Telephone No. (617) 825-6320 (617) 825-7410 fax
f. Type of Establishment (factory, mine, wholesaler, etc.) nursing home	g. Identify principal product or service nursing care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) 8(a)(1) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On Friday, (b) (6), (b) (7)(C), 2003, the Employer fired me because I had engaged in protected concerted activity.

Issued 8/6/03

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of the person(s) filing the charge (give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address of the person(s) filing the charge

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of the labor organization, if any, which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that the facts stated in the charge and that the statements are true to the best of my knowledge and belief.

By

(sign)

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(Telephone No.)

8/6/03
(date)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case

1-CA-41186

Date Filed

8/25/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Algar Construction

b. Number of workers employed

5- more

c. Address (street, city, state, ZIP code)

40 Meadow Brook Rd
Brockton MA

d. Employer Representative

unknown

e. Telephone No.

unknown

f. Type of Establishment (factory, mine, wholesaler, etc.)

Construction

g. Identify principal product or service

Carpentry

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) _____ of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

- ① Algar will not pay me show up time for two days. AS OURS contract provides
- ② Algar will not issue me, paper work sign w-4- and Questions. Copy's Back to me. Employee Records MHL, Chp 149, sec 52 c
- ③ Algar Refuse to Answer and provide Reason for Discharging this (b) (6), (b) (7)(C) FOR Cause.
- ④ Algar is working in concrete to union members Rights and stress (b) (6), (b) (7)(C) at

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the right

3. Full name, including local name and number

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

organization of which it is an affiliate or constituent unit (to be filled in when charge is filed)

(b) (6), (b) (7)(C) local 107.

6. DECLARATION

and that the statements are true to the best of my knowledge and belief.

B

Address

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(title if any)

8/21/03

(Telephone No.)

(b) (6), (b) (7)(C)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

Date issued 8/25/03 ORS.

ALGOE Refuse to Answer Letter Request.
For payment, and Request For Reason For.
DisCharge, and Request For, paper work

PS

I have had enough, your
Agency Best do something with
Omer's Attack on me, ~~as~~ AS my
Family AND I can not live
100% like Hell much longer

(b) (6), (b) (7)(C)

There is no one
As to Dispatch system as Omer
As unfair and punishing me they
and

INTERNET
FORM NLRB-501
(11-03)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
1-CA-41190Date Filed
8/25/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer North Adams Regional Hospital		b. Number of Workers Employed 500
c. Address (street, city, State, ZIP, Code) 71 Hospital Ave, North Adams MA 01247	d. Employer Representative Jeff Stevens	e. Telephone No. (413) 663-3701 Fax No. (413) 664-5393
f. Type of Establishment (factory, mine, wholesaler, etc.) hospital	g. Identify Principal Product or Service health care	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act. 8(a)(1) and 8(a)(3)		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C) 10/03, the above-named employer fired (b) (6), (b) (7)(C) in retaliation for (b) (6), (b) (7)(C) protected concerted activity. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union Local 285

4a. Address (street and number, city, State, and ZIP Code)

21 Fellows St., Roxbury MA 02119-2523

4b. Telephone No.

(617) 442-4100

Fax No.

(617) 541-6839

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Cara Shepard-Blue
(Signature of representative or person making charge)

organizer

Address 21 Fellows St., Roxbury MA 02119-2523 Fax No. (617) 541-6839 (617) 442-4100 8/25/03
(Telephone No.) Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Signed 8/26

INTERNET
FORM NLRB-601
(11-04)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

1-CA-41191

Date Filed

8/25/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer North Adams Regional Hospital	b. Number of Workers Employed 500
c. Address (street, city, State, ZIP, Code) 71 Hospital Ave, North Adams MA 01247	d. Employer Representative Jeff Stevens
e. Telephone No. (413) 663-3701	f. Fax No. (413) 664-5393
g. Type of Establishment (factory, mine, wholesaler, etc.) hospital	h. Identify Principal Product or Service health care
i. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about August 2003, the above-named Employer has interrogated and threatened employees about protected concerted activity, including but not limited to activity in support of a coworker fired for (b) (6), (b) (7)(C) protected concerted activity. By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)

Service Employees International Union Local 285

4a. Address (street and number, city, State, and ZIP Code)

21 Fellows St, Roxbury MA 02119-2523

4b. Telephone No.

(617) 442-4100

Fax No.

(617) 541-6839

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Cara Shepard-Blue
(Signature of representative or person making charge)

organizer

Address 21 Fellows St, Roxbury MA 02119-2523

Fax No. (617) 541-6839

(Telephone No.) (617) 442-4100

Date 8/25/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

8/26

INTERNET
FORM NLRB-501
(11-94)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
1-CA-41192Date Filed
8/25/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer North Adams Regional Hospital	b. Number of Workers Employed 500
c. Address (street, city, State, ZIP, Code) 71 Hospital Ave, North Adams MA 01247	d. Employer Representative Jeff Stevens
e. Telephone No. (413) 663-3701	f. Type of Establishment (factory, mine, wholesaler, etc.) hospital
g. Identify Principal Product or Service health care	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

Since on or about June 2003, the above-named employer has implemented and enforced an illegal "confidentiality" policy which denies employees the rights guaranteed to them in Section 7 of the Act. By the above and other acts, the above-named employer has interfered with, restrained and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Service Employees International Union Local 285

4a. Address (street and number, city, State, and ZIP Code)

21 Fellows St., Roxbury MA 02119-2523

4b. Telephone No.

(617) 442-4100

Fax No.

(617) 541-6839

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Service Employees International Union

B. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By **Lara Shepard - Blue**
(Signature of representative or person making charge)**organizer**
(Title, if any)Address **21 Fellows St., Roxbury MA 02119-2523**
(Telephone No.)Fax No. **(617) 541-6839**Date **8/25/03**

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Date issued **8/26/03 DS**

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-41202	Date Filed Aug. 29, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT		
a. Name of Employer Sungard Insurance Systems	b. Number of Workers Employed More than 50	
c. Address (street, city, State, ZIP, Code) 2000 South Dixie Highway Miami, FL 33133	d. Employer Representative Maureen E. Reilly	e. Telephone No. (484)582-5536 Fax No. (610)687-3725
f. Type of Establishment (factory, mine, wholesaler, etc.) Insurance Company	g. Identify Principal Product or Service Insurance	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (1st subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

See Attachment to Charge of Unfair Labor Practice, attached.

Issued 8/29

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

N/A

6. DECLARATION

(b) (6), (b) (7)(C) and that the statements are true to the best of my knowledge and belief.

By _____
(Signature of representative of person making charge)

(Title, if any)

Address (b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

(Telephone No.)

Date

8/29/03

ATTACHMENT TO CHARGE OF UNFAIR LABOR PRACTICE

From November 9, 1998 until I was terminated on (b) (6), (b) (7)(C), 2003, I was employed as a (b) (6), (b) (7)(C) at Sungard Insurance Systems at their offices at 313 Speen Street, Natick, MA 01760. Sungard Insurance Systems is a subsidiary of Sungard Data Systems, based in Wayne, PA.

Until I was terminated, I had received no significant criticisms or complaints about my job performance.

On April 15, 2003, senior management conducted a series of small meetings with several of my co-workers at which my co-workers were brusquely informed that they had been laid off. They were then escorted to their desks to clean them out, escorted out of the building, and forbidden to talk to anyone, even forbidden to say goodbye to their colleagues. Later in the day, my managers convened a meeting of programming staff, which I attended, to discuss the layoffs. The managers who attended the meeting included my direct manager (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) supervisor (b) (6), (b) (7)(C) head of Sungard's (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) for the company. At that meeting I questioned the need for layoffs. I pointed out that I understood that the company had received substantial income in the past few months and was making good profits. I also objected to the way in which my fellow laid-off employees had been treated, and asked why it was necessary to be so cruel to them, in particular, why the company could not at least permit the workers to say goodbye to their colleagues. After that meeting, several of my co-workers thanked me for raising these issues in the meeting, and expressed their agreement with what I had said.

On (b) (6), (b) (7)(C), 2003, I sent an e-mail to my co-workers in the programming department who had attended the April 15, 2003 meeting. The e-mail repeated in large part what I had said in the meeting. It stated that the layoffs were unfounded, and that the company was treating its employees in an insulting and disrespectful manner, was fostering insecurity, and acting unfairly. A copy of that e-mail is attached. My hope in expressing my opinions during the April 15, 2003 meeting and in my (b) (6), (b) (7)(C) 2003 e-mail was to encourage the company to reconsider its actions in laying off so many people, and, at minimum, to treat those employees it was laying off or would lay off in the future, in a more humane and respectful way. [I have since learned that in a subsequent layoff, the company actually allowed people to talk to their colleagues before leaving, including to say goodbye].

After I sent the e-mail, co-workers again thanked me for voicing my opinion and expressed agreement. One co-worker sent me an e-mail saying that I should "look in the lunch room, it speaks for all of us." In the lunch room, a note had been posted thanking me, stating "we agree with everything you said" and signed "the silent majority."

Management's response to my e-mail was immediate and negative. (b) (6), (b) (7)(C) forwarded the e-mail to (b) (6), (b) (7)(C), stating that (b) (6) was "concerned" that the e-mail was "inappropriate" and that it had a "negative impact" on morale. That same day, I was summoned to a meeting attended by (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) who participated by speakerphone. (b) (6), (b) (7)(C)

(b) (6), (b) (7)(C) informed me that he had sent a copy of the e-mail to "corporate headquarters." He informed me that I was being given a warning about sending an "e-mail like that." (b) (6), (b) (7)(C) stated to me during the meeting that the next time I had a complaint about something, I should go into a manager's office and "yell and scream."

(b) (6), (b) (7)(C) on (b) (6), (b) (7)(C) 2003, I met with (b) (6), (b) (7)(C) in (b) (6), (b) (7)(C) office, with the door closed. Our discussion became heated and my voice was raised. (b) (6), (b) (7)(C), (b) (6), (b) (7)(C) opened the door to the office, interrupted the discussion, and instructed me to leave the building. I immediately did so. A few minutes after leaving, I returned simply to ask why I could not just go back to work. Upon my return, (b) (6), (b) (7)(C) stated that I had threatened (b) (6), (b) (7)(C). I asked (b) (6), (b) (7)(C) if I had threatened (b) (6), (b) (7)(C), and (b) (6), (b) (7)(C) denied it. I then left the building again.

That afternoon, (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) informed me by telephone that I had been terminated because I had yelled at (b) (6), (b) (7)(C).

I believe that the reason given for my termination was a pretext, because vociferous arguments and yelling behind closed doors take place on a regular basis in the Natick Office. (b) (6), (b) (7)(C) regularly yells at employees, often in a humiliating fashion and often with doors open and/or in front of other employees. A fellow programmer frequently raises (b) (6), (b) (7)(C) voice with (b) (6), (b) (7)(C) supervisor, and even uses profanities, but to my knowledge has never been disciplined.

I believe that the real reason I was terminated was because I had publicly objected to the layoffs and to the treatment of my fellow employees. I believe that my termination was in retaliation for my attempts to engage in concerted activities for the purpose of mutual aid and protection, and that therefore my termination violated the National Labor Relations Act.

Signed, under penalties of perjury,

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

Date: 8/29/03

21 SEPTEMBER 2003
INTERNET
FORM NLRB-001
(11-04)

AS REQUESTED BY MR. ROY S. DENFELD, NLRB
BOSTON REGION
UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
1-CA-41264Date Filed
9/22/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer VERIZON COMMUNICATIONS/ RHODE ISLAND		b. Number of Workers Employed 200 AREA/ 550 BLDG.
c. Address (street, city, State, ZIP, Code) ONE GREENE STREET PROVIDENCE, RHODE ISLAND 02903-0000	d. Employer Representative * LARRY Levin "DEB" SAILLANT	e. Telephone No. 401-525-3085 Fax No. 401-525-3081
f. Type of Establishment (factory, mine, wholesaler, etc.) CREDIT & COLLECTIONS	g. Identify Principal Product or Service *OTHERS ARE INVOLVED MAJOR TELECOMMUNICATION NETWORK	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

ON (b) (6), (b) (7)(C), 2003 I WAS ARBITRARILY SEPARATED FROM PAYROLL IN AN ARBITRARY AND DISCRIMINATORY MANNER TOTALLY INCONSISTENT WITH CURRENT AND PAST PRACTICE. I ALLEGEDLY MADE AN EXTREMELY TRIVIAL MISTAKE WHILE UNDER A DOCTOR'S CARE.

NO UNION STEWARD WAS PRESENT.

I HAVE ABSOLUTELY NO OTHER MEANS OF SUPPORT OR MONEY. OTHER PEER EMPLOYEES WHO HAVE CAUSED SERIOUS MAYHEM HAVE BEEN GIVEN SHORT SUSPENSIONS AND POSSIBLY ALL BACK PAY.

MY MISTAKE WAS TOTALLY ACCIDENTAL, TRIVIAL AND DID NO HARM WHATSOEVER. NONE!

I HAVE NOT BEEN TREATED EQUALLY AS REQUIRED BY UNION CONTRACT AND FEDERAL LABOR LAW.

I HAVE NEVER EVER BEEN "DISCIPLINED" FOR ANY REASON. EVER! I HAVE RENDERED CONSISTENT AND SUPERIOR WORK PERFORMANCE IN ALL AND EVERY DEPARTMENT. I AM BEING CONSIDERED FOR PROMOTION AT THE PRESENT TIME.

I KNOW THIS ACTION WAS TAKEN BECAUSE LOCAL VERIZON SUPERVISION WANTS TO REDUCE LABOR COSTS, HIRE NON CITIZEN ALIENS, AND ENGAGE (b) (6), (b) (7)(C) DISCRIMINATION AGAINST SUPERIOR PERFORMERS/ EMPLOYEES.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C) LOCAL "IBEW" MEMBER IN GOOD STANDING

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

DOES NOT APPLY

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

INTERNATIONAL BROTHERHOOD OF ELECTRICAL WORKERS/ #2323

6. DECLARATION

(b) (6), (b) (7)(C) that the statements are true to the best of my knowledge and belief.

By

VERIZON EMPLOYEE

(Type, if any)

Address

(b) (6), (b) (7)(C)

Fax No.

(b) (6), (b) (7)(C)

Date

Sept 22, 2003

WILLFUL VIOLATION OF THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

(b) (6), (b) (7)(C)

Issued 9/22/2003

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
1-CA-41286Date Filed
10/1/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Massachusetts General Hospital		b. Number of Workers Employed 15,000-17,000
c. Address (street, city, State, ZIP, Code) Fruit St. Boston, Mass. 02114	d. Employer Representative BRUNO Visconti - Manager Kris Kinciewicz - Supervisor 617-726-5851	e. Telephone No. 617-726-2000 Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Healthcare	g. Identify Principal Product or Service Hospital/Healthcare provider	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

It is my understanding the above named employer is violating my section 7 rights. I have been engaged in concerted activity and my employer has recently put me on a final warning for attendance. I feel this is retaliation for my actions. I am filing an unfair labor practice charge under section 8(a)1.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

(b) (6), (b) (7)(C) I file this charge and that the statements are true to the best of my knowledge and belief.

By (b) (6), (b) (7)(C)
(Signature or representative of person making charge)

(b) (6), (b) (7)(C)

(Title, if any)

Address

(b) (6), (b) (7)(C)

Fax No.
(b) (6), (b) (7)(C)Date
09/29/2003

(Telephone No.)

Date

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Issued 10/1/03

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-041313	Date Filed 10/17/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT	
a. Name of Employer AAA/Southern New England	b. Number of Workers Employed 1000 + 13 in my office
c. Address (street, city, State, ZIP, Code) 711 Southbridge Street Auburn, MA 01501	d. Employer Representative AAA personell
e. Telephone No. (401) 868-2600	f. Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Customer SERV	g. Identify Principal Product or Service
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.	
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) AAA let me go for no Reason. I had a DR's note because I was having a difficult time with my blood pressure and Hyper Tension. I was an excellent worker, they had no grounds for this action. I have all of my notes from my Dr. regarding my Condition. It was a complete and devastating Release of my job. I loved my Customers and, my job.	
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.	
3. Full name of party filing charge (If labor organization, give full name, including local name and number) (b) (6), (b) (7)(C)	
4a. Address (street, city, State, and ZIP Code) (b) (6), (b) (7)(C)	4b. Telephone No. (b) (6), (b) (7)(C)
5. Full name of national or international labor organization or union of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)	
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief. By (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) (Signature) (True, if any) Fax No. _____ Address _____ (Telephone No.) _____ Date 10/10/03	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Date issued 10/17/03 ccs

INTERNET
FORM NLRB 501
(11-94)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3517

DO NOT WRITE IN THIS SPACE

Case

Date Filed

1-CA-41325

10/21/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practices occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

Braintree Manor

b. Number of Workers Employed

c. Address (street, city, State, ZIP Code)

1102 Washington Street
Braintree, MA 02184

d. Employer Representative

Samie Atmoke

e. Telephone No.

781-848-4710

Fax No.

f. Type of Establishment (factory, mine, wholesaler, etc.)

Nursing Home

g. Identify Principal Product or Service

Elderly Care

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

(b) (6), (b) (7)(C)

On 10/03 the above named employer discharged me because of my protected concerted activity

dated 10/23/2003

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

(b) (6), (b) (7)(C) organization, give full name, including local name and number

and ZIP Code)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

filed in when charge is filed by a labor organization)

6. DECLARATION

and that the statements are true to the best of my knowledge and belief.

By

(b) (6), (b) (7)(C)

Add

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

10-20-03

Date

INTERNET
FORM NLRB-501
(11-04)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case

1-CA- 41339

Date Filed

10/28/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Providence Biltmore Management, Inc. d/b/a Providence Biltmore Hotel		b. Number of Workers Employed 100+
c. Address (street, city, State, ZIP, Code) Kennedy Plaza Providence, RI 02903	d. Employer Representative George Stark	e. Telephone No. (401) 455-3091 Fax No. (401) 455-3045
f. Type of Establishment (factory, mine, wholesaler, etc.) Hotel	g. Identify Principal Product or Service Hospitality	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(u), subsections (1) and (1st subsections) 8(a) 1 of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C) 2003 the Hotel's (b) (6), (b) (7)(C) harassed and intimidated employees in the employee cafeteria. A few days following the incident, several employees were given written warnings and one was suspended.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 217 Hotel & Restaurant Employees Union, AFL-CIO

4a. Address (street and number, city, State, and ZIP Code)1201 Elmwood Ave.
Providence, RI 02907**4b. Telephone No.**

(401) 467-6770

Fax No.

(401) 785-9701

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Hotel Employees and Restaurant Employees International Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

(Signature of representative or person making charge)

Organizer

(Title, if any)

Fax No. (401) 785-9701

(401) 467-6770

(Telephone No.)

October 28, 2003

Date

Address same as 4a above.

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Date issued 10/29/03 CDS

INTERNET
FORM NLRB-501
(11-94)UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case	Date Filed
1-CA-41341	10/28/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Providence Biltmore Management, Inc. d/b/a Providence Biltmore Hotel		b. Number of Workers Employed 100+
c. Address (street, city, State, ZIP, Code) Kennedy Plaza Providence, RI 02903	d. Employer Representative George Stark	e. Telephone No. (401) 455-3091 Fax No. (401) 455-3045
f. Type of Establishment (factory, mine, wholesaler, etc.) Hotel	g. Identify Principal Product or Service Hospitality	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (2) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C), 2003 hotel management unfairly disciplined hotel employees. To date, 2 have been suspended and several have been written up for protected activity.

Issued 10/29/2003

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 217 Hotel & Restaurant Employees Union, AFL-CIO

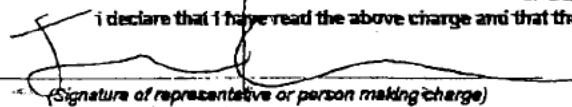
4a. Address (street and number, city, State, and ZIP Code) 1201 Elmwood Ave. Providence, RI 02907	4b. Telephone No. (401) 467-6770 Fax No. (401) 785-9701
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5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

Hotel Employees and Restaurant Employees International Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By  (Signature of representative or person making charge)	Organizer (Title, if any)
Address same as 4a above	Fax No. (401) 785-9701 (401) 467-6770 (Telephone No.)
	Date October 28, 2003

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-41350	Date Filed Oct. 30, 2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Boston Medical Center		b. Number of Workers Employed U/K
c. Address (street, city, State, ZIP, Code) 1 Boston Medical Center Place, Boston, MA 02118-2393	d. Employer Representative Susan Doherty	e. Telephone No. 617 638 8000
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Hospital	g. Identify Principal Product or Service	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (first subsections) <u>engaging in protected, concerted activities</u> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

On or about (b) (6), (b) (7)(C) 2003, the above named employer terminated (b) (6), (b) (7)(C) for engaging in activities protected by Union regulations and activities protected by the National Labor Relations Act. More specifically, termination for discussion with other employees including the Union representative for our floor regarding scheduling practices, sending a detailed e-mail to one (b) (6), (b) (7)(C) nurse manager, stating concerns regarding said scheduling and the disregard of the safety of the nurses carrying such schedules up to and including patient care.

Issued 10/31/2003

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

4a. Address (street and number, city, State, and ZIP Code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

6. DECLARATION

By (b) (6), (b) (7)(C) the statements are true to the best of my knowledge and belief.

(b) (6), (b) (7)(C)

(Title, if any)

By

(b) (6), (b) (7)(C)

Address

Fax No.

(b) (6), (b) (7)(C)

(Telephone No.)

10/27/2003

Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE

Case
1-CA-4370
01-CA-41370

Date Filed
11/6/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer <i>Massachusetts General Hospital</i>		b. Number of workers employed <i>1000+</i>
c. Address (street, city, state, ZIP code) <i>55 Fruit St Boston, MA 02114</i>	d. Employer Representative <i>Carol Ghiloni</i>	e. Telephone No. <i>(617) 554-7241</i>
f. Type of Establishment (factory, mine, wholesaler, etc.) <i>hospital</i>	g. Identify principal product or service <i>hospital care</i>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and (list subsections) <i>8(a)(1)</i> of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On about (b) (6), (b) (7)(C) 2003, my supervisor sent me home because I was speaking Spanish at work with a coworker. I believe ~~the~~ speaking Spanish at work with my co-workers is protected concerted activity.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act

3. Full name of labor organization (or local name and number)	(b) (6), (b) (7)(C)	
4a. Address	(b) (6), (b) (7)(C)	(b) (6), (b) (7)(C)
5. Full name of affiliate or constituent unit (to be filled in when charge is filed by a labor organization)		

6. DECLARATION

By (b) (6), (b) (7)(C) I declare that the foregoing statements are true to the best of my knowledge and belief.
an individual
Address (b) (6), (b) (7)(C) (b) (6), (b) (7)(C) any) 11/6/03
(Telephone No.) (date)

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U. S. CODE, TITLE 18, SECTION 1001)

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

NOT WRITE IN THIS SPACE	
Case 1-CA-41372	Date Filed 11/7/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Fleet Boston Financial Corporation	b. Number of workers employed 40,000
c. Address (street, city, state, ZIP code) 100 Federal Street, Boston MA 02110	d. Employer Representative - UNSURE -
e. Telephone No. (617) 434-2200	f. Type of Establishment (factory, mine, wholesaler, etc.) Financial Services - BANK
g. Identify principal product or service Banking & Investment.	h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

On (b) (6), (b) (7)(C), 2003 I WAS terminated for what I was told was speaking with others outside the branch over internet matters. I WAS NEVER told what I had said and there was no proof given. I have yet to receive anything in writing as to why I was terminated. I am also filing a complaint with MCAD over statements made to me I tried to handle the matter with Fleet, But they continually drag there feet & offer little help by continuingly putting things off.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

There is much more to this than what I have written

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)

Thank you

4a. Address (street and number, city, state and ZIP code)

(b) (6), (b) (7)(C)

4b. Telephone No.

(b) (6), (b) (7)(C)

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)**6. DECLARATION**

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By

Signature

Address

(b) (6), (b) (7)(C)

Title

Telephone No.

Date

(b) (6), (b) (7)(C)

(b) (6), (b) (7)(C)

11/6/03

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

Note: while at Fleet, I worked AT 557 Baylston St.
Boston MA 02116.

Under the supervision of

(b) (6), (b) (7)(C)

Date issued 11/7/03 CES

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

DO NOT WRITE IN THIS SPACE	
Case 1-CA-41374	Date Filed 11/10/03

INSTRUCTIONS

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer ALDON ELECTRIC INC.		b. Number of workers employed I DON'T KNOW
c. Address (street, city, state, ZIP code) 38 GREENWOOD AVE. WEYMOUTH, MA 02189	d. Employer Representative MIKE COOK	e. Telephone No. (781) 337-0322
f. Type of Establishment (factory, mine, wholesaler, etc.) ELECTRICAL CONTRACTOR	g. Identify principal product or service ELECTRICAL INSTALLATIONS	

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices)

I WAS LET GO BY THIS CONTRACTOR AFTER MY FIRST DAY OF EMPLOYMENT. THE REASON I WAS GIVEN WAS THAT I DID NOT GET ALONG WITH (b) (6), (b) (7)(C) ON THE JOB. THE REASON I BELIEVE I WAS LET GO WAS FOR TAKING MY LUNCH BREAK AT 12:00 (SECTION 5.23 OF OUR WORKING AGREEMENT). THE FOREMAN, (b) (6), (b) (7)(C) TOLD ME THEY WORK THROUGH LUNCH AND LEAVE EARLY AT 2:30 AFTER STARTING AT 6:30.

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

THIS TOOK PLACE ON (b) (6), (b) (7)(C), 2003

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

(b) (6), (b) (7)(C)		4b. Telephone No.
(b) (6), (b) (7)(C)		(b) (6), (b) (7)(C)

by a labor organization.

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Signature Address	(b) (6), (b) (7)(C)	Title	(b) (6), (b) (7)(C)	Date	10/31/03
		Telephone No.	(b) (6), (b) (7)(C)		

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT
(U.S. CODE, TITLE 18, SECTION 1001)

Issued 11/12/2003

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case 1-CA-41391

Date Filed 11/20/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer Shaw's Supermarkets, Inc.		b. Number of Workers Employed about 20,000
c. Address (street, city, State, ZIP, Code) 750 West Center Street West Bridgewater, MA 02739	d. Employer Representative Eric Nadworny, Vice-President	e. Telephone No. (508) 350-8267
		Fax No.
f. Type of Establishment (factory, mine, wholesaler, etc.) Grocery Stores	g. Identify Principal Product or Service Food Sales	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.		

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

The Employer has harrassed, intimidated, and discriminated against union officers (b) (6), (b) (7)(C) and (b) (6), (b) (7)(C) because of their union activity, and in order to discourage their union activity.

Issued 11/21/2003

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (if labor organization, give full name, including local name and number)

Local 791, United Food and Commercial Workers Union

4a. Address (street and number, city, State, and ZIP Code)

9 North Main Street
West Bridgewater, MA 02379

4b. Telephone No.

(508) 584-2393

Fax No.

5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)

United Food and Commercial Workers Union, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By *Na X. [Signature]*
(Signature of representative or person making charge)

Attorney

(Title, if any)

18 Tremont Street, Suite 500

Fax No. (617) 367-7200

November 14, 2003

Address Boston, MA 02108

(Telephone No.)

Date

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
1-CA-41395Date Filed
11/20/2003

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer
Swissport Fueling Inc. Located in Logan Airport, Boston, MAb. Number of Workers Employed
28c. Address (street, city, State, ZIP Code)
45025 Aviation Drive Suite 350 Dulles, VA 20166-7556d. Employer Representative
Earl Estrella, VPe. Telephone No.
(703)-742-4393
Fax No.
703-742-4388f. Type of Establishment (factory, mine, wholesaler, etc.)
Garageg. Identify Principal Product or Service
Aircraft Fueling and Fuel System Maintenance

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (3) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.)

During the most recent six month period, the above-named Employer, by the action of its agents, officers, and representatives, has violated the guaranteed protected Section 7 rights under the Act of Union supporter (b) (6), (b) (7)(C) by the above-named Employer questioning and unjustly suspending and terminating (b) (6), (b) (7)(C) for wearing a Union pin, by this action the Employer is interfering with, restraining, and coercing (b) (6), (b) (7)(C) in the exercise of (b) (6) rights under Section 7 to join or assist a labor organization or to refrain.

Issued 11/21/2003

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full name of party filing charge (If labor organization, give full name, including local name and number)
District 26, International Association of Machinists and Aerospace Workers, AFL-CIO4a. Address (street and number, city, State, and ZIP Code)
135 Merchant St., Suite 265 Cincinnati, OH 452464b. Telephone No.
(513)-772-9310
Fax No.
513-612-31665. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)
International Association of Machinists and Aerospace Workers, AFL-CIO

6. DECLARATION

I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.

By Donal Porter
(Signature of representative or person making charge)Grand Lodge Representative
(Title, if any)

same as 4(a)

Fax No. 513-612-3166
513-772-9310
(Telephone No.)November 19, 2003
Date

Address

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

INSTRUCTIONS: File an original and 4 copies of this charge with NLRB regional director for the region in which the alleged unfair labor practice occurred or is occurring.

DO NOT WRITE IN THIS SPACE

Case No. 1-CA-41442

Date Filed 12/9/03

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT

a. Name of Employer

FIDELITY COMMUNICATIONS CORPORATION

b. Number of Workers Employed

50+

c. Address of Establishment (Street and number, city, State, and ZIP code)

2401 REVERE BEACH PARKWAY, EVERETT, MA 02149

d. Employer Representative to Contact

BOB CIPRIANI

e. Phone No.

617-389-6220

f. Type of Establishment (Factory, mine, wholesaler, etc.)

SERVICE ORGANIZATION

g. Identify Principal Product or Service

MAILING SERVICES

h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of section 8(a), subsections (1) and 8(a)(3) of the National Labor Relations Act, and these unfair labor practices are unfair labor practices affecting commerce within the meaning of the Act.

2. Basis of the Charge (Be specific as to facts, names, addresses, plants involved, dates, places, etc.)

SEE ATTACHED

By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.

3. Full Name of Party Filing Charge (If labor organization, give full name, including local name and number)

Atty. Scott A. Lathrop, on behalf of (b) (6), (b) (7)(C)

4a. Address (Street and number, city, State, and ZIP code)

122 Old Ayer Road, Groton, MA 01450

4b. Telephone No.

978-448-8234

5. Full Name of National or International Labor Organization of Which It is an Affiliate or Constituent Unit (To be filled in when charge is filed by a labor organization)

6. DECLARATION

I declare that I have read the above charge and that the statements therein are true to the best of my knowledge and belief.

By

Signature of representative or person filing charge

ATTORNEY

(Title, if any)

NLRB CHARGE

1. (b) (6), (b) (7)(C) has worked as a (b) (6), (b) (7)(C) in the Programming Department for Fidelity Communications, or its predecessor company, since 1983.
2. (b) (6), (b) (7)(C) has worked as a (b) (6), (b) (7)(C) in the Programming Department for Fidelity Communications, or its predecessor company, since 1997.
3. (b) (6), (b) (7)(C) has worked as a (b) (6), (b) (7)(C) in the Programming Department for Fidelity Communications, or its predecessor company, since 1998.
4. (b) (6), (b) (7)(C) has worked as a (b) (6), (b) (7)(C) in the Programming Department for Fidelity Communications, or its predecessor company, since 1995.
5. Prior to the year 2000 all persons in the Programming Department were treated as if they were non-exempt employees under the Fair Labor Standards Act and were paid overtime if they worked more than 40 hours in a work week or worked on Saturdays.
6. In the spring of 2000 the Company stopped paying overtime to the employees in the Programming Department. Instead the Company provided "comp" time for those who worked what was otherwise considered to be overtime.
7. On or about June 27, 2003, the Company announced that the employees of the Programming Department would no longer receive "comp" time and that their base compensation would be reduced to the equivalent of a 35 hour work week for the months of July and August, 2003.
8. On or about the July 7, 2003, (b) (6), (b) (7)(C) met with (b) (6), (b) (7)(C), the fifth and last (b) (6), (b) (7)(C) in the Programming Department and (b) (6), (b) (7)(C). The purpose of this meeting was to have (b) (6), (b) (7)(C) go to the Company on the group's behalf to inquire as to whether it was legal for the Company to cut their wages. That same day (b) (6), (b) (7)(C) met with the Company's Human Resources Department and conveyed the group's questions. HR said it was okay to do this.
9. On or about July 9, 2003, (b) (6), (b) (7)(C) again met with (b) (6), (b) (7)(C). The purpose of this meeting was to have (b) (6), (b) (7)(C) go to the Company on the group's behalf to inquire as to whether this wage cut was going to stay in effect beyond August, 2003. That same day Art met with the Company's Human Resources Department and conveyed the group's concerns.
10. On July 10, 2003, the Company issued a publication entitled "CEO's Corner." The CEO and owner of Fidelity Communications is Mr. Cipriani. In this publication, Mr. Cipriani stated:

"I believe that the majority of our employees are good people, dedicated to doing what is right, whether anyone is looking or not. To all of you, thank you and I truly appreciate your support. Unfortunately, we also have a very small minority among us who revel in second-guessing every statement made by any member of the EC, myself included, every item in company-wide memos, every change, etc. I'm sure that some of these folks even complained about the ice cream flavors we chose recently. This group seems to feel entitled to the 'status quo' as it pertains to them and seemingly cares less about the Company and its employees who are truly dedicated. To these few folks, I say simply 'I've had enough of your griping.' Decisions that are made that effect employees company-wide are made with significant consideration for the ultimate effects on the Company as well as each individual's well-being. Legal and industry resources are consulted when appropriate. When legitimate questions are asked, we do everything possible to provide an explanation promptly and with ample clarity.

"The bottom line is that this is my Company and I run it to the best of my abilities. If you are among the minority who take issue with the way I run it, then I would advise you to face reality and leave the Company. You are free to pursue another job wherever you think the grass may be greener. It has become apparent to me that you don't belong here any longer."

11. In an e-mail dated July 14, 2003, directed to (b) (6), (b) (7)(C) [REDACTED], the (b) (6), (b) (7)(C) [REDACTED] claimed that these five were "exempt" employees and that they in fact received a pay cut, not a reduction in hours inasmuch as the Company still expected them "to put in 'what it takes' to get the job done right." (b) (6), (b) (7)(C) [REDACTED] went on to say that: "Curiously, I have had no other questions or comments from any other exempt employees in other depts. in the company."
12. On (b) (6), (b) (7)(C) [REDACTED], 2003, the Company discharged (b) (6), (b) (7)(C) [REDACTED] saying it was going in another direction.
13. On or about (b) (6), (b) (7)(C) [REDACTED], 2002, the Company discharged (b) (6), (b) (7)(C) [REDACTED].
14. Prior to the above discharges, none of the above employees had received either any written warnings or any negative performance evaluations. They always were the most profitable and productive group in the Company.
15. The Company discharged the above employees for engaging in the protected, concerted activity of questioning as a group the legal ability of the Company to cut the pay of the data processors.

UNITED STATES OF AMERICA
NATIONAL LABOR RELATIONS BOARD
CHARGE AGAINST EMPLOYER

FORM EXEMPT UNDER 44 U.S.C. 3512

DO NOT WRITE IN THIS SPACE

Case
1-CA-41473

Date Filed
12/30/03

INSTRUCTIONS:

File an original and 4 copies of this charge with NLRB Regional Director for the region in which the alleged unfair labor practice occurred or is occurring.

1. EMPLOYER AGAINST WHOM CHARGE IS BROUGHT			
a. Name of Employer <i>Shaw's Supermarkets, Inc.</i>		b. Number of Workers Employed <i>150</i>	
c. Address (street, city, State, ZIP Code) <i>Metheen Distribution Center 100 Danden Drive, Metheen, MA 01844</i>		d. Employer Representative <i>Larry Jette</i>	
e. Telephone No. <i>978-681-7602</i>		f. Type of Establishment (factory, mine, wholesaler, etc.) <i>Retail food warehouse</i>	
Fax No. <i>978-681-7637</i>		g. Identify Principal Product or Service <i>Food</i>	
h. The above-named employer has engaged in and is engaging in unfair labor practices within the meaning of Section 8(a), subsections (1) and (list subsections) of the National Labor Relations Act, and these unfair labor practices are unfair practices affecting commerce within the meaning of the Act.			
2. Basis of the Charge (set forth a clear and concise statement of the facts constituting the alleged unfair labor practices.) <i>The Employer terminated the claimant without having substantial evidence or "just cause" under Section 21 of the Union contract. Allegations of "intimidation" and "harassment" against an unnamed co-worker were not substantiated at the suspension hearing or at termination. The claimant requests reinstatement of ^{(b)(6), (b)(7)(C)} former position and back pay. As further evidence of lack of "just cause" for termination, the Employer challenged the claimant's receipt of unemployment benefits but withdrew from the appeal hearing at Mass DET because of a lack of substantial evidence to prove their claim.</i>			
By the above and other acts, the above-named employer has interfered with, restrained, and coerced employees in the exercise of the rights guaranteed in Section 7 of the Act.			
3. Full name of party filing charge (if labor organization, give full name, including local name and number) <i>(b)(6), (b)(7)(C)</i>			
4a. Address (street, city, State, and ZIP Code) <i>(b)(6), (b)(7)(C)</i>		4b. <i>(b)(6), (b)(7)(C)</i> Fax No.	
5. Full name of national or international labor organization of which it is an affiliate or constituent unit (to be filled in when charge is filed by a labor organization)			
6. DECLARATION I declare that I have read the above charge and that the statements are true to the best of my knowledge and belief.			
By <i>Robert R. Thomas</i> (Signature of representative or person making charge)		<i>Attorney</i> (Title, if any)	
Address <i>c/o Caruso & Caruso LLP, 1 Elm Square Andover, MA 01810</i>		Fax No. <i>978-475-1061</i> 578-475-2200 (Telephone No.)	
		Date <i>12/24/03</i>	

WILLFUL FALSE STATEMENTS ON THIS CHARGE CAN BE PUNISHED BY FINE AND IMPRISONMENT (U.S. CODE, TITLE 18, SECTION 1001)

Date issued 12/30/03 CPS.